# INDIANA ARTS COMMISSION QUARTERLY BUSINESS MEETING

March 12, 2010, 9:00 a.m. Indiana Government Center Conference Room A Indianapolis, Indiana 46204

## Jeanne Mirro, Chair

#### Minutes

Members present: Jeanne Mirro, Linda Levell, Sandi Clark, Linda Goad, Irene Smith-King, Judy Hess, Gilberto Cárdenas, Suzie Rentschler, Karen Ellerbrook, Jon Ford, Kelly Schreckengast, Pam Hicks, Dick Stifel

Members absent: Carol Trexler, Earl Williams

Guests: Sue Burk, Michael Kos, Lawren Mills

IAC staff present: Lewis Ricci, Michelle Anderson, Bobbie Garver, Susan Britsch, Kristina Davis, Rex Van Zant, Laura Frank, April Blevins, Dennis Hardin

- 1. **Welcome and Introductions.** Ms. Mirro convened the meeting at 9:04 a.m. and asked everyone to introduce themselves.
- 2. **Consent Agenda.** Ms. Rentschler moved to adopt the consent agenda. Ms. Ellerbrook seconded the motion. The motion passed.

## 3. Chair's Report.

- A. Governor's Office issues. Ms. Mirro reported that there has been no gubernatorial appointment to fill the vacancy of Sandi Clark, whose second term expired in June 2009. The next vacancy on the commission will occur when Ms. Smith-King's second term expires in June 2010. Ms. Schreckengast is expected to be re-appointed for a second term beginning in July 2010.
- B. 2010 2011 Budget meeting. Ms. Mirro reported that IAC executive officers have been summoned to meet with State Budget Director Chris Ruhl on March 18 to establish the IAC budget for FY 2011.
- C. Regional Partner Reviews in Progress or Completed. Ms. Mirro tabled until the next business meeting a discussion of the recent independent reviews of the Arts Council of Southwestern Indiana (Evansville) and Arts United (Fort Wayne).
- D. Four Point Plan for Moving Forward. Ms. Mirro reported that IAC Executive Director has prepared a set of four proposals for changes in the Regional Arts Partner system due to reductions in the IAC budget for FY 2010 and expected reductions for FY 2011. This Four Point Plan will be discussed under agenda item 4g.

# 4. Executive Director's Report.

- A. Year-to-Date Financial Activity. Mr. Ricci presented a print-out (attached) showing details of the IAC budget for FY 2010 through February 17, 2010. Mr. Stifel praised Mr. Ricci and the rest of the IAC staff for fiscal responsibility. Ms. Mirro thanked Mr. Ricci and Deputy Director Michelle Anderson for their diligent work.
- B. State-wide Capacity-Building Efforts. Mr. Ricci reported that two state-wide workshops have been scheduled for arts organizations (print-out attached). The first will be presented by ArtsLab from Minneapolis and will occur on June 3-4 in Indianapolis; topics will include financial management, leadership, and community engagement. The second will be presented by the IU Center on Philanthropy/Fundraising School on June 24-25; it will focus on obstacles to arts fundraising in the current economic environment and how to overcome them.
- C. Arts Education Update. Susan Britsch, IAC Community Development/Arts Education Coordinator, reported on the recent Poetry Out Loud state finals held in Indianapolis on February 27, which was won by Elise Lockwood of University High School in Carmel. Ms. Britsch will accompany Ms. Lockwood to the national finals in Washington D. C. on April 27 28. Ms. Britsch also reported on a meeting held with education leaders in South Bend in October 2009 to discuss utilizing South Bend students as part of a statewide arts education assessment. IAC is partnering with Dickerson Fine Arts Academy as they apply for a U.S. Department of Education grant to collect data about arts education as it relates to student performance and attendance. IAC will be involved with publishing the collected data. It may be several weeks before notification of grant funding will be announced.
- D. Cultural Districts Update. Kristina Davis, IAC Community Development Coordinator, reported that three areas of Indiana have been officially designated as state Cultural Districts Bloomington, Carmel, and Lafayette. State Representative Sheila Klinker will introduce a bill in the 2011 session of the legislature to provide financial assistance for designated Cultural Districts.
- E. Indiana Artisan Program Update. Mr. Ricci presented a print-out (attached) prepared by Artisan Program Manager Eric Freeman explaining recent developments in the program. State funding for the program will expire in the near term, so a plan is being formulated to transform the program into a not-for-profit entity. Mr. Freeman's office will relocate from IAC to the Indiana Humanities Council. A resolution was passed in the state legislature recognizing the Indiana Artisan.
- F. ArtsWork and NEA Accessibility Leadership Award. Ms. Davis reported that Indiana was awarded the 2010 Accessibility Leadership Award for 2010 from the National Endowment for the Arts. The award includes a \$30,000 grant which will be used to fund Individual Artist (IAP) Grants for applicants with disabilities. Ms. Mirro congratulated Ms. Davis for writing the award application. Ms. Mirro also thanked Commissioner Linda Goad for facilitating the IAP Accessibility Panel which adjudicated the applications.

- G. Recommendations for IAC Current Budget and Economic Situation.
- 1. History of IAC Funding. Mr. Ricci presented a print-out (attached) showing Arts Commission appropriations from FY 1993 through FY 2008. The lowest appropriation during this period was FY 1994; the current IAC budget (FY 2010) is 26% lower when adjusted for inflation. The highest appropriation during the period was FY 1999; the current IAC budget is 35% lower when adjusted for inflation.
- 2. History of Recommendation Development. Mr. Ricci recounted IAC budget developments beginning in September 2008. The sequence of events occurred as follows:

In September 2008, the State announced a 7% holdback on appropriated funds to the IAC administrative budget, which was entirely absorbed by reductions to administrative lines;

In December 2008 the State announced an additional holdback on all administrative and grant budget lines, amounting to an overall 7% reduction in State funding. The IAC instituted 3.3% holdback to all grantees, and absorbed the rest of the reduction through its administrative budget.

In February 2009, the Governor announced his proposal to reduce the IAC budget to 50 % of its FY 2009 appropriation, amounting to a \$2,000,000 reduction for FY 2010 and FY 2011.

In March 2009, IAC staff presented to the Commission a set of scenarios showing how budget cuts of \$500,000, \$1,000,000 and \$2,000,000 would affect grants and services, and recommended that if budget cuts exceeded \$1,000,000, the Regional Arts Partner system would have to be re-evaluated for sustainability. The Commission agreed with this assessment.

In its June 2009 quarterly business meeting, the Commission approved a budget for FY 2010 based on an anticipated 15% reduction in funding. Shortly thereafter, IAC was informed that its budget reduction would be 20% for FY 2010.

In July 2009, the Commission met in emergency session to approve the FY 2010 budget based on a 25% reduction (the above-mentioned 20% reduction plus an additional 5% holdback). IAC decreased its staff by two full-time positions and suspended all central project grant categories. The Commission decided to review all of its programs and central administration because of the critical level of reductions.

In September 2009, the State budget office informed IAC of its intention to reduce the IAC budget to 50%, and ultimately applied the above-mentioned 5% holdback, leaving the IAC with a total reduction of 30%. Reductions were applied fairly to all grantees, but no additional administrative reductions were given to Regional Arts Partners in order to help stabilize their organizational situations. The State budget office indicated that it would review

the FY 2011 budget in March 2010, and that further reductions may be imposed depending on tax revenue projections.

In November 2009, Committee on the Future Chair Dick Stifel requested that IAC staff prepare a series of budget scenarios, ranging from the existing, largely decentralized model, to models of a more centralized or hybrid nature. In its December 2009 quarterly business meeting, the Commission confirmed the request by the COF to examine alternate budget scenarios.

In January 2010, alternate budget scenarios were presented at a special session of the Committee on the Future, which included representatives from the Regional Arts Partners, the Indiana Coalition for the Arts, and former commissioners.

On February 4, 2010, alternate budget scenarios were presented at an IAC/RAP retreat in Columbus. On February 23, 2010, Mr. Ricci presented his "Four Point Plan for Moving Forward" to the Committee on the Future; this plan recommended changes to the Regional Arts Partner system in relation to the current IAC budget. The COF voted to forward a recommendation to the Executive Committee for approval of the proposed changes.

On March 2, 2010, the state Office of Budget Management requested a meeting with IAC executive staff to be held on March 18. This meeting request came on the heels of the announcement that state tax revenues had fallen \$869,000,000 short of projections for FY 2010. In its March 3, 2020 meeting, the Executive Committee voted to recommend approval of the proposed changes (Four Point Plan).

- 3. Public Management Principles Behind Recommendations. Mr. Ricci expounded upon these principles of management of public funds: accountability and fairness; economies of scale; efficiency and use of technology; open public process; citizen involvement; appropriate usage of state-level public funding; program priorities; individual citizen benefit. He stated that all savings and redistributions from the proposed changes will go to support arts grants in the state. He emphasized that the Arts Commission cannot afford to continue in its present structure.
- 4. Four Point Plan for Moving Forward. Mr. Ricci presented the document "Recommendations for Moving Forward in this Economic Environment" (attached). The four proposed changes are: 1) administer AOS II (Arts Operating Support) grants centrally for the entire state with existing IAC staff; 2) using the IAC online granting system, re-granting agents will continue to administer AOS I and a fewer number of project grants, as well as a new category called AOS 0 which will provide operating grants to the smallest arts organizations; 3) centralize the majority of technical services for the state with central, higher-quality technical assistance delivered in conjunction with, for instance, the Indiana Coalition for the Arts or other contractors; 4) change the name of the Regional Arts Partner system to Regional Grants Administration system and "open up" the system for other organizations to apply to be regranting agents with "term limits". Mr. Ricci explained each of the proposed changes, and presented a print-out (attached) showing frequently asked questions and answers about the proposed changes.

5. **Public Comments.** Ms. Mirro then opened the meeting to comments from the public concerning the proposed changes to the Regional Arts Partner system. Following is the list of those who made public comment and a summary of their remarks:

Terry Whitt Bailey, President of Cornerstone Center for the Arts in Muncie and President of the Indiana Coalition for the Arts (INCA). She read from prepared remarks (attached). She said that the purpose of INCA is to increase public awareness for the arts. The boards of directors of INCA and the Indiana Coalition for the Arts Foundation (INCAF) have had a long-standing and successful relationship with IAC. She focused on proposal #3 of the Four Point Plan, which concerns centralizing technical services. INCA/INCAF is happy to partner with IAC, but everyone needs to be realistic about limited resources and personnel at INCA. She supports the ability of Regional Arts Partners to reach all parts of the state. Taxpaying arts supporters want to see the arts resonate to all counties in the state. INCA/INCAF wants to be known as a strong and influential advocacy organization. She recounted INCA/INCAF successes with the legislature and remarked on the growing membership of INCA. INCA is willing to work with IAC as time, personnel and funding permit. "How do we balance change is the question."

Sue Burk, Regional Arts Partner Consortium Chair. She read from prepared remarks (attached). She stated that she was speaking on behalf of the Regional Arts Partners. There is no doubt that consensus can be established among the RAPs in a reasonably short period of time for a plan that also provides savings to the Arts Commission, while preserving the Partnership system. She disagrees that the Partners have had ample time to develop an alternate proposal, and stated that the new proposals were not made known to the Partners prior to the Feb 3-4 retreat in Columbus. She was a part of the Committee on the Future meeting on January 26, at which alternative scenarios were first presented, but attendees were asked not to share this information with anyone outside of the meeting. An alternative scenario was put forth by a Partner in that meeting, but it was not included in the options presented at the RAP retreat. The Partners were allotted only 90 minutes at the RAP retreat to respond to the proposals which were presented. It came as a shock to the Partners to learn that a proposal to abolish the Regional Arts Partner system had been submitted to the Committee on the Future, and had been recommended for approval by the COF. The Partners were not informed of the COF recommendation by the IAC staff. Public and RAP input on the proposed changes has been minimal. The Partners are in consensus on the following points: 1) that the RAP system should be continued with less radical changes than those being proposed; 2) that the IAC is proceeding with too much haste in making major policy decisions; 3) the RAP Consortium should be allowed an opportunity to develop an alternate plan for moving forward.

**Joyce Ribble**. Ms. Ribble stated that she has a long history of arts advocacy and IAC involvement, and in fact was an assistant director at IAC when the RAP system was initiated. She does not represent anyone other than herself. She feels the IAC staff has done its best to approach a difficult situation, but she stated that there is always more than one choice in policy decisions. The new allocation plan is a means to an end, but choices are made, not forced. If IAC implements changes, it is by its own choice, not necessity. She is concerned about changes in priorities reflected in the proposed changes. She noted that the saved money is being

channeled to larger arts organizations. She thinks that the revenue shortfall is being used as a reason to dismantle the Regional Arts Partner system. She remarked that thirteen years ago, the IAC was giving 90% of its funding to only 10 organizations, 9 of which were located in Marion County; she thinks IAC is on the trail of going back to that situation. At that time, IAC had no real relationships with organizations in the field and advocacy suffered. The RAP system established local connections which led to the best grass-roots set of advocates the state had ever had. If advocates had not been present at the last legislative session, the IAC budget would have been "zeroed-out". If IAC returns to a centralized system it will lose its advocacy structure. The IAC does not have the capacity to establish relationships with arts providers throughout the state.

Roberta Wong, Butler University. She was a recipient of an IAC Individual Artist (IAP) grant and thanked IAC for its support. She recounted her professional dance career in Indiana. She said that Indiana did not have prolific dance education when she first came from California. She used her IAP grant to attend a specific dance academy, and used the experience to develop dance programs in Indiana. She remarked, "give artists an inch and they'll give you a mile". She talked briefly about a national foundation study which conducted research and determined that interest in the performing arts among young students leads to heightened motivation and awareness, and increases cognitive skills. Arts engage young people, she stated.

Eric Rogers, Executive Director, Arts Place. He remarked that the Commission members have already received communications from him regarding his thoughts on abolishing the Regional Arts Partner system. He said that this proposal saddens him, as the RAP system was the most ambitious and significant effort ever undertaken in Indiana, and brought arts decision-making to the local level. The Partnership system succeeded. He added that he appreciates the work of the IAC staff, but it is apparent that those who believe in the RAP system are at philosophical odds with the IAC staff leadership. The differences are not about money, but the desire of IAC leadership to move to a centralized system. He disagrees with that approach. It is not about the amount of money that RAPs receive, but about how decisions are to be made, whether it be centrally in state offices or regionally through delegation of authority. Whatever system is in place should work in both good times and bad. He referred to the ancient philosophy, "to gain power you must give it away." He referred to the print-out of frequently ask questions which had been distributed, specifically about changing the name of Regional Partners to Regional Administrators, remarking that it is not the name per se, but rather the significance of the name. If all grantees are partners, then what can be wrong with defining our regional goal as regional partners. Much has been made of inequities in funding; the argument made by IAC staff is based on some faulty logic. If the Commission wants to reduce supposed inequities, then reduce the dollars available in the Rap category. The Arts Place board of directors is in support of the statement made by Sue Burk. He requested that the Commission delay a decision in order to allow the RAP consortium a reasonable time period to develop alternate proposals.

**Elise Kershigan,** Executive Director, Clowes Memorial Hall. She thanked IAC for providing funds to do state-wide outreach programs. She read a letter from Blue Ridge Primary school in Frankfort, Indiana, from which students had been able to attend an arts program at Clowes Hall thanks to IAC funding. She remarked that Clowes Hall is a presenting organization,

a curator of the performing arts. Without IAC funding, Clowes Hall could not extend into the areas of the state that is is currently able to reach.

**Donna Catalano**, South Shore Arts. She remarked that it is nice that large arts organizations have come today to offer thanks to IAC, but the real issue is what will be the response to the recommendations for moving forward in this economic environment. Region 1 feels that this proposal is being submitted in haste and as a reactive measure to partnerships which failed, rather than building on those partnerships which have succeeded. Partnerships, through grass-roots efforts, reach every corner of the state. She listed functions that would cease to exist if the Regional Partnership system was dissolved. She said that the designation of Regional Arts Partner is something to be prized. It is not simply about the money. She asked that the Commission take the time to study more than one proposal or recommendation. She stated that the economy is showing signs of recovery and that government will follow suit. "It's a storm we can weather if we do it together", she remarked. She asked that the Partners be given time to present an option based on the March 18 IAC budget meeting and that no decision be made before then.

**Jeff Kuehl,** Columbus Area Arts Council. He remarked that he once received a very large thank you card with many signatures thanking CAAC for sponsoring a story-telling festival in Vevay. Prior to the Regional Partner system, only four counties in Region 9 were being served by IAC. He said that services are not provided by holding a meeting at a local library where only arts people will attend. If you don't have many arts organizations, how are you going to get arts activities to take place? More than half of the Region 9 funding has gone to schools, tourism groups, chambers of commerce and historic downtown programs, because these are the groups that make things happen. If you want to survey an entire county, you don't do it with an on-line survey, you rather go to meet with people at Kiwanis Clubs and you tell them that you are there to serve their county and you want to find out what they know and what they feel is important, what they value in the arts. He closed by reading a congratulatory letter from U.S. Representative Baron Hill.

There being no further public comment, Ms. Mirro declared a break in the meeting 11:12 a.m. She reconvened the meeting at 11:25 a.m. and thanked Commission members for their attendance and participation in committee meetings.

# 6. Committee Reports.

#### A. Committee on the Future, Dick Stifel, Chair

- 1. Strategic Plan update. Mr. Stifel reported that the Strategic Planning Steering Committee held its first meeting on February 24, with former Commission Chair Ron Stratten serving as facilitator. The Steering Committee will meet again on March 29, and Mr. Stifel deferred a more in-depth discussion until a later date.
- 2. Four Point Plan for Moving Forward. Mr. Stifel began the discussion of the proposed Four Point Plan by saying that it may seem like the goal of the recommendations is to dismantle the Regional Arts Partner system, but that is not the intent of the Arts Commission.

However, he remarked, the reality of the economic crisis must be faced. He addressed the issue of timing, saying that IAC cannot postpone making a decision for much longer, and that pace means different things to different people, but there is a need for urgency. He is not surprised by the emotional reactions to the proposed changes. He remarked that public displays of disagreement will not help the funding situation as seen from the state point of view. He reported that the Committee on the Future had reviewed the proposed changes with candor in the light of the current economic climate and had recommended approval to the Executive Committee. He has had many communications outside of the formal setting of the COF. He acknowledged some degree of angst on the part of the Executive Committee in coming to terms with the proposed changes. He summarized that the issues have been presented with reasonable documented support. He then opened the matter for discussion by the full Commission. Ms. Smith-King said she recognizes the need for fiscal conservatism, but acknowledged the appearance of moving backward. She is not sure the IAC staff can handle such an increased workload as will be generated by centralizing most granting functions. She thinks IAC should wait at least until after the March 18 budget meeting to make a decision. Ms. Rentschler agreed, adding that the Partners should be allowed a reasonable amount of time to develop alternate plans. Ms. Hicks remarked that she served on the original planning committee which developed the RAP system, and she does not want to see it ended; she would welcome an opportunity to hear an alternative plan from the Partners. Ms. Clark remarked that there are no wrong answers, but the Commission has not had an opportunity to hear more than one right answer. She does not want a decision to be set in stone before the March 18 budget meeting. Mr. Cárdenas agrees that there is urgency, but urges that a motion to approve should include a delayed implementation date to allow time for the Partners to submit alternate proposals. Ms. Mirro remarked that such a delay could not be for an extended period of time, that it would not be possible to delay for two months, for instance. Ms. Ellerbrook asked if a decision made today would put IAC in a better light for the upcoming budget meeting. Mr. Ricci answered in the affirmative. Ms. Anderson reminded everyone that the decision was made last year to reevaluate the granting process. Ms. Clark responded that the proposed changes came suddenly, in spite of on-going discussions. Mr. Ricci remarked that if the Commission wants to expand the decision-making process, that other constituencies should be included as well. Ms. Britsch said that, from her perspective, there has been no intent to create a secretive process, and that it is not fair to levy an assertion that anything underhanded has been done.

Mr. Stifel moved to accept the recommendation of the Executive Committee to adopt the Four Point Plan. Mr. Ford seconded the motion. Discussion followed, including a suggestion from Mr. Cárdenas to delay implementation of the Four Point Plan for a limited period of time, to allow for further input from the Regional Partners and other constituents, and for the Commission to define the process for reorganization. It was generally agreed that implementation should be delayed at least until after the March 18 budget meeting, and that a meeting of the full Commission to be scheduled in mid-April would allow enough time for further input from the field. Ms. Mirro emphasized the importance of having a decision in hand before the March 18 budget meeting. Mr. Stifel remarked that it is the responsibility of the Commission to make a decision, and that the Commission does not have the luxury of an openended calendar. It was suggested to allow one week before the mid-April Commission meeting for gathering final input from the field, and there was general agreement to this suggestion. Ms. Anderson stated that delayed implementation would necessitate a postponement of the Regional

Partner grant application and paneling process. Mr. Ricci suggested that, if the Commission votes to adopt the Four Point Plan, the application process could proceed starting on March 19 under those new guidelines, and if there are indeed modifications to the Four Point Plan forthcoming, the applicants would be allowed to submit modifications to their applications before the panel meeting on May 13. Mr. Cárdenas stated that whatever administrative efforts become necessary must be undertaken, given the importance of the decision at hand. He also emphasized the importance of working with the Partners to explore ways to retain the Partnership system on some mutually-agreed level.

Mr. Stifel restated his motion as follows: that the Commission adopt the Four Point Plan as stated, with delayed implementation to allow for additional stakeholder input, which needs to be received no later than April 1, 2010. There was no further discussion. Mr. Stifel called for a vote. The motion passed unanimously.

- B. Program Evaluation Committee, Earl Williams, Chair. In Mr. Williams' absence, Ms. Mirro presented the PEC report (attached). She explained the plan of the PEC to institute a new grant category (Arts Organization Support 0) which would replace APS program grants. She also mentioned the resolution from the Indiana House of Representatives, sponsored by Eric Koch, which recognizes the Indiana Artisan Program as "the state's official program to identify, support and promote high quality, handmade items from Indiana".
- 1. Review and Ratification of FY 2011 Artists Access Category Applications. There were 22 applications received for this new grant category, to be funded by a \$30,000 grant from the National Endowment for the Arts. The review panel met on February 5, 2010 and ranked the 22 applications. Fourteen applications have been recommended for approval by the panel. Ms. Ellerbrook moved to approve the recommendation of the Artist Access panel to fund the 14 top-scoring applications. Ms. Hicks seconded the motion. The motion passed.
- C. Advocacy and Awareness Committee, Karen Ellerbrook, Chair. Ms. Ellerbrook presented the Advocacy & Awareness Committee report (attached).
- 1. 2011 Governor's Arts Awards Update. Ms. Ellerbrook asked the Commissioners if they had, as requested, garnered expressions of interest from organizations in their home regions, regarding hosting the 2011 Governor's Arts Awards. A previous vote of the PEC had determined that the 2011 GAA event should be held in Indianapolis because of the uncertainty of the state budget to support the event; the Commission later decided to put out "feelers" in the various regions to gauge interest in hosting the event outside of Indianapolis. Mr. Stifel stated that he had gotten no expressions of interest in his region; Ms. Mirro stated that Arts United in Fort Wayne expressed interest; Ms. Smith-King stated that there had been no interest from organizations in Region 1; Ms. Rentschler stated that there had been no expressions of interest in the Columbus area for 2011, but maybe for 2013; Ms. Schreckengast stated that Region 4 organizations were cautious about the budget for the event. Action on the matter was deferred until the June meeting of the full Commission.
- 2. Interim Legislative Session Advocacy Efforts. Ms. Ellerbrook reported that state senator Vi Simpson had introduced legislation in the current session to provide monetary

incentives for designated Cultural Districts, but the bill was not passed out of committee. She also thanked IAC Legislative Liaison Rex Van Zant for providing legislative directories.

- D. Cultural Trust Administrative Board, Kelly Schreckengast, Chair. Ms. Schrekengast presented the CTAB report (attached). The Cultural Trust fund balance as of January 31, 2010 was \$1,843,642.14. She stated that it is refreshing that citizens are still buying Cultural Trust license plates.
- 7. **Regional Arts Partners Update.** Sue Burk, RAP Consortium Chair, presented the report from the February 4 meeting (attached).
- 8. **Old Business.** There was no old business.

## 9. New Business.

- A. Remaining meeting dates for Calendar Year 2010 (attached). The Commission's next Quarterly Business Meeting will be in Gary. The Commissioners agreed to hold the scheduled September 17 meeting in Bloomington. The December 10 meeting will be in Indianapolis.
- B. The Commission agreed to meet in special session on April 15 in Indianapolis to approve the FY 2011 budget and to decide upon implementation of the adopted Four Point Plan. Accordingly, the Executive Committee will be scheduled to meet on April 14.
- C. Dennis Hardin, IAC Executive Assistant and Ethics Officer, informed the Commissioners that all will be required to complete the on-line Ethics Training refresher course during the period March 22 April 9, 2010.
- 10. **Closing Comments.** Ms. Mirro urged everyone to keep a positive outlook despite the current budget crisis. She thanked everyone for their participation.
- 11. **Adjourn.** Mr. Stifel moved to adjourn. Ms. Hicks seconded the motion. The motion passed. Meeting adjourned at 12:55 p.m.